Office of the Director of National Intelligence

Acquisition Competencies and the IC Capabilities Catalog (IC3)

Establishing the Foundation for Strengthening Acquisition Human Capital

Ginny Field
Competencies, Standards, and Systems
Office of Chief Human Capital Officer

April 15, 2009

Agenda

- IC Competency Directories and ICD 610
- IC Competency Taxonomy
- Competency Subdirectories and Their Benefits
- Acquisition Competency Subdirectories
- Intelligence Community Capabilities Catalog (IC3)

IC Competency Directories

*Reserved for possible future development

- CHCO, in partnership with the Intel Community, developed IC Competency Directories, published in ICD 610, organized by mission/budget categories (as defined in ICD 652)
- Directories will serve as a “library” of competencies
- Competencies provide common labels and definitions used to better integrate human capital and training efforts across the IC

ICD 610 and Annexes

(U) Annex A: IC Competency Taxonomy

(U) Annex B: Core Competencies for Non-Supervisory IC Employees at GS-15 & Below

(U) Annex C: Core Competencies for Supervisory/Managerial IC Employees at GS-15 & Below

(U) Annex D: Core Competencies for Senior Officers

(U) Annexes E - S: Mission- and Occupation-Specific Competency Directories

- E: Collection and Operations
- F: Processing and Exploitation
- G: Analysis and Production
- H: Research and Technology
- I: Enterprise Information Technology (Mission and Enterprise)
- J: **Acquisition**
- K: Administration
- L: Communications and Media Services
- M: Facilities and Logistics
- N: Financial Management
- O: Health Services and Environmental Safety
- P: Human Capital
- Q: Legal and Compliance
- R: Security
- S: Mission Management*

*For possible future development

IC Competency Taxonomy

<table>
<tr><td colspan="2">Core

Competencies that apply universally to all IC employees regardless of agency or element, mission category, occupational group, or work category. Clusters of competencies provide the foundation for the performance elements as established for non-supervisory, supervisory, and managerial IC employees at GS-15 and below in ICD 651 and for senior civilian officers in ICD 656.</td></tr>
<tr><td rowspan="2">Technical Expertise</td><td>Professional Tradecraft

Competencies required for employees in one or more occupations within a particular mission category (e.g., Collection and Operations).</td></tr>
<tr><td>Subject-Matter Expertise

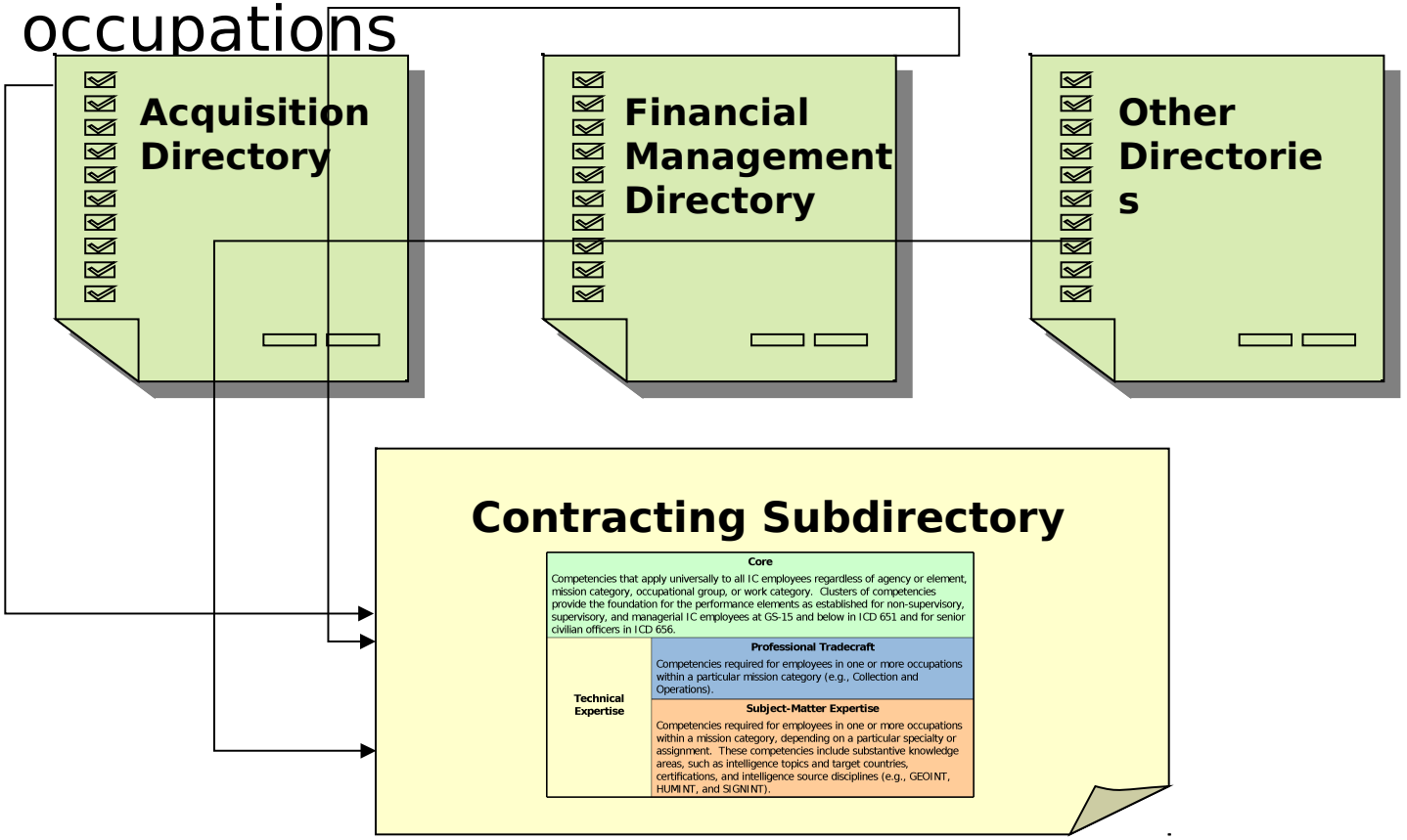
Competencies required for employees in one or more occupations within a mission category, depending on a particular specialty or assignment. These competencies include substantive knowledge areas, such as intelligence topics and target countries, certifications, and intelligence source disciplines (e.g.,</td></tr>
</table>

Competency Subdirectories and their Benefits

- Efforts currently include: Systems Engineering, Contracting, Cyber, Open Source, Law Enforcement, EEO/D, CP, CT, and CI
- Subdirectories provide a foundation for building Human Capital (HC) tools specific to each profession
  - Establishes a common language to describe capabilities required to perform the work and to catalog the capabilities in the Intelligence Community Capabilities Catalog (IC3)
  - Serves as the basis for setting standards (qualification, training, performance, and promotion)
  - Provides data to inform training & development

Acquisition Specialty Subdirectories

- Subdirectories organize and offer detail around SME (Specialty) areas that tend to span several occupations


Acquisition Directory
Financial Management Directory
Other Directories
Contracting Subdirectory
Core
Competencies that apply universally to all IC employees regardless of agency or element, mission category, occupational group, or work category. Clusters of competencies provide the foundation for the performance elements as established for non-supervisory, supervisory, and managerial IC employees at GS-15 and below in ICD 651 and for senior civilian officers in ICD 656.
Technical Expertise
Professional Tradecraft
Competencies required for employees in one or more occupations within a particular mission category (e.g., Collection and Operations).
Subject-Matter Expertise
Competencies required for employees in one or more occupations within a mission category, depending on a particular specialty or assignment. These competencies include substantive knowledge areas, such as intelligence topics and target countries, certifications, and intelligence source disciplines (e.g., GEOINT, HUMINT, and SIGNINT).

Acquisition Competency Subdirectories

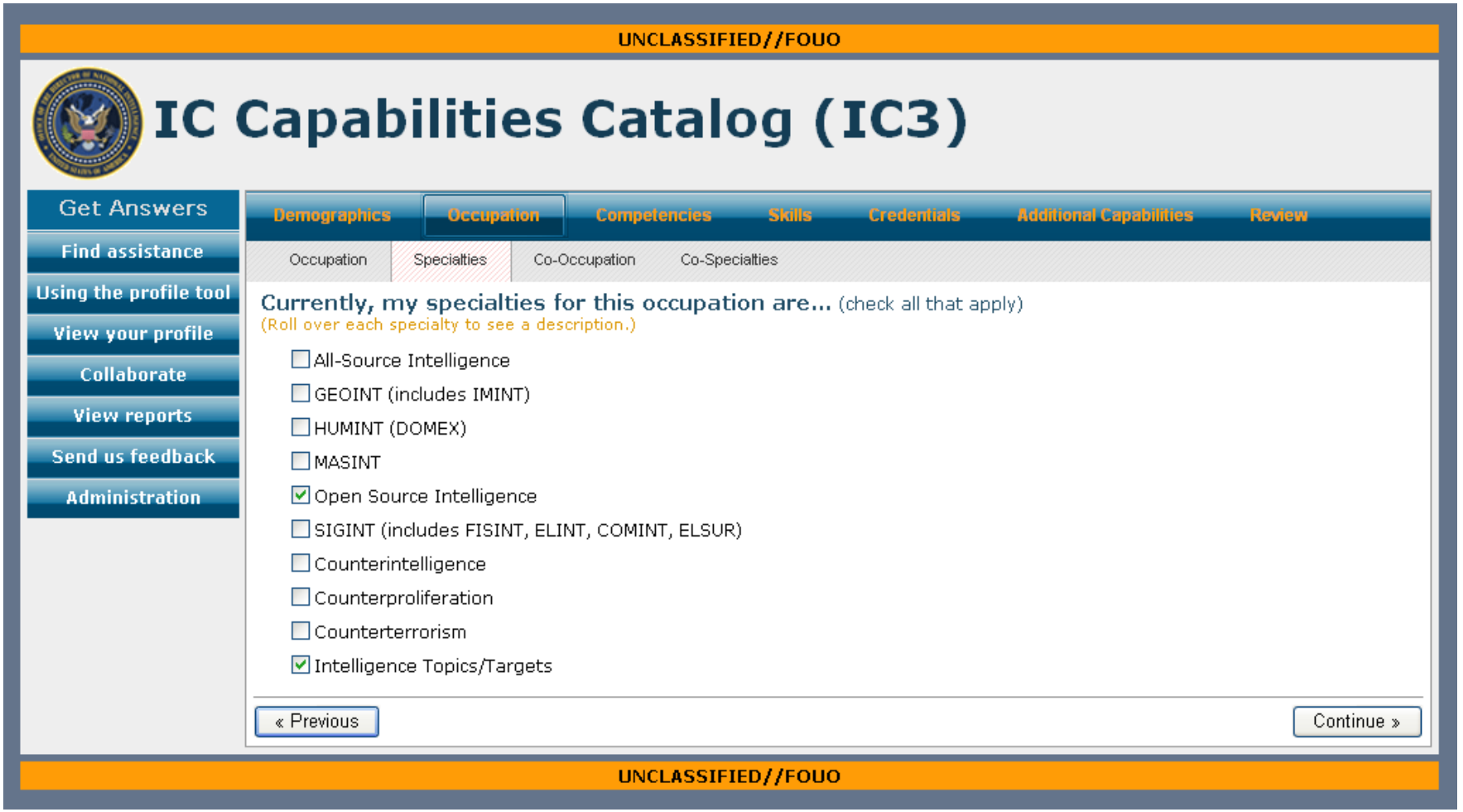
- Subdirectories currently in development:
  - Program Management
  - Contracting
  - Systems Engineering
  - Business Cost Estimating
  - Financial Management
  - Information Technology
- Will show key work activities that distinguish the work from other work
- Will detail verified knowledge, skills, and abilities required to perform the work

Intelligence Community Capabilities Catalog (IC3)

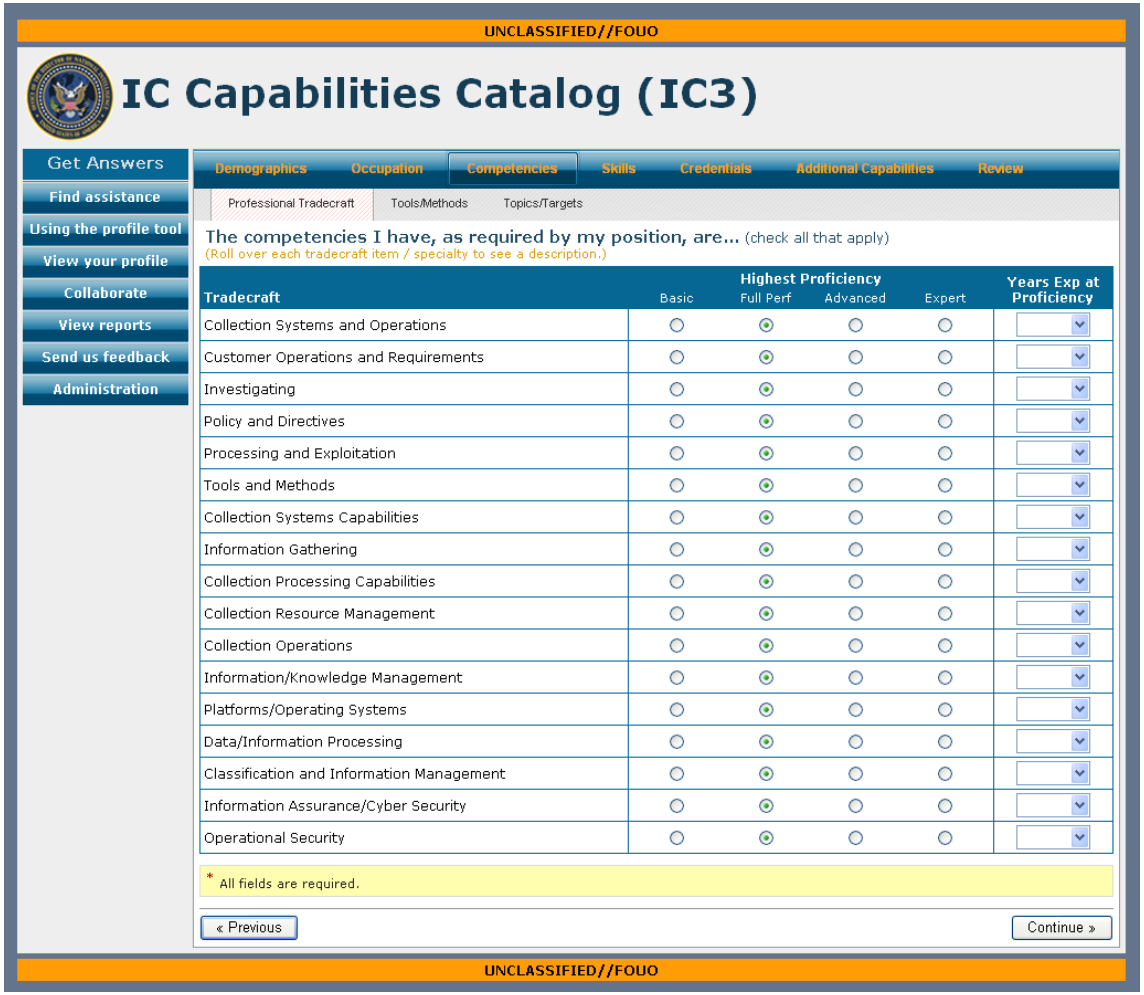
- Lays the framework for capturing the “as is” state of Acquisition expertise and enables gap analysis
  - Analyzing the data
    - Results in human capital interventions to close gaps, e.g., hiring
    - Determines strengths for continued focus/investment
  - Tracking progress and effectiveness of actions over time
- Collects data in a user-friendly format
- Provides a mechanism to help acquisition professionals to collaborate

IC3 Occupation Screen

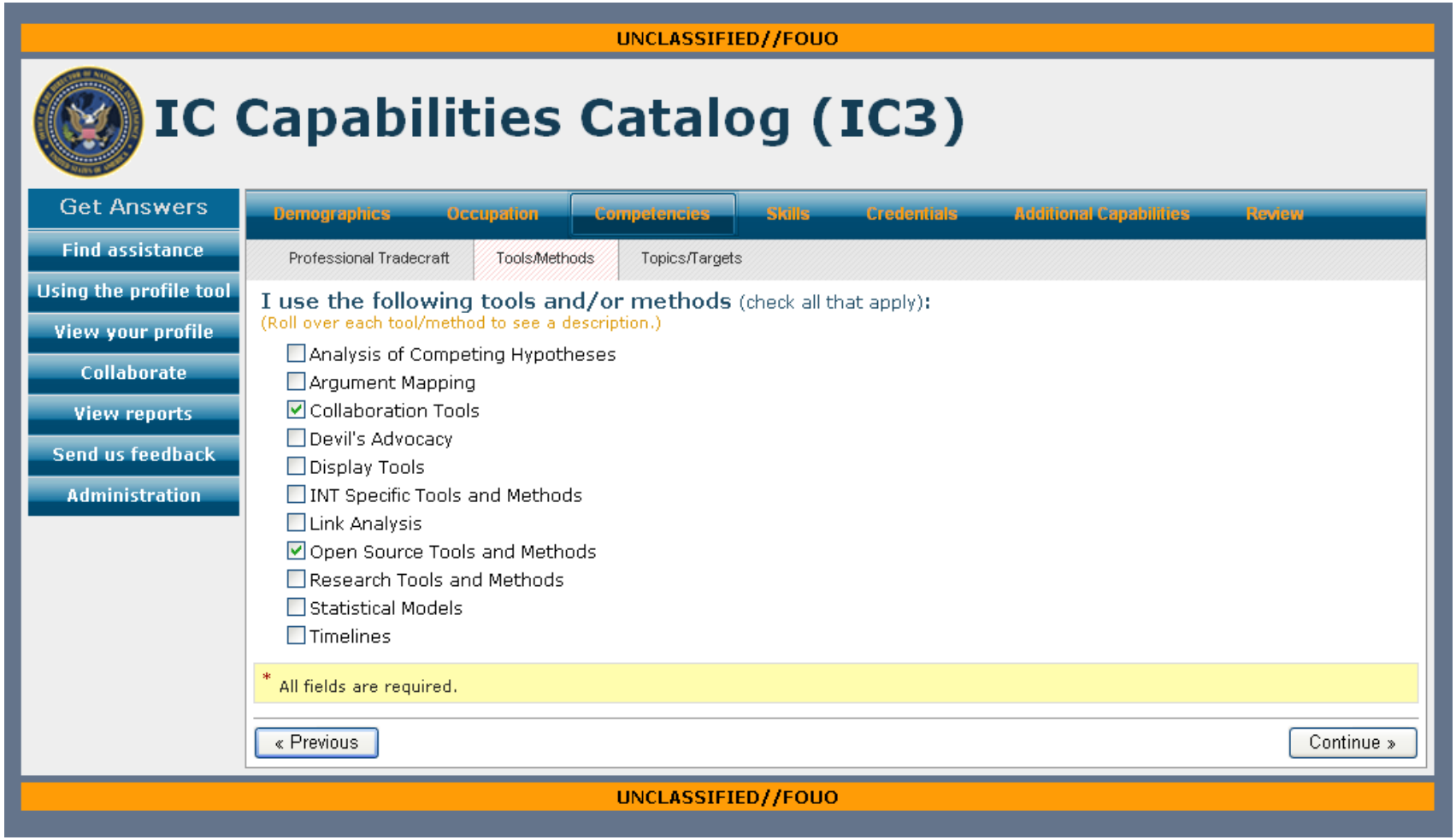
IC3 Occupational Specialties Screen



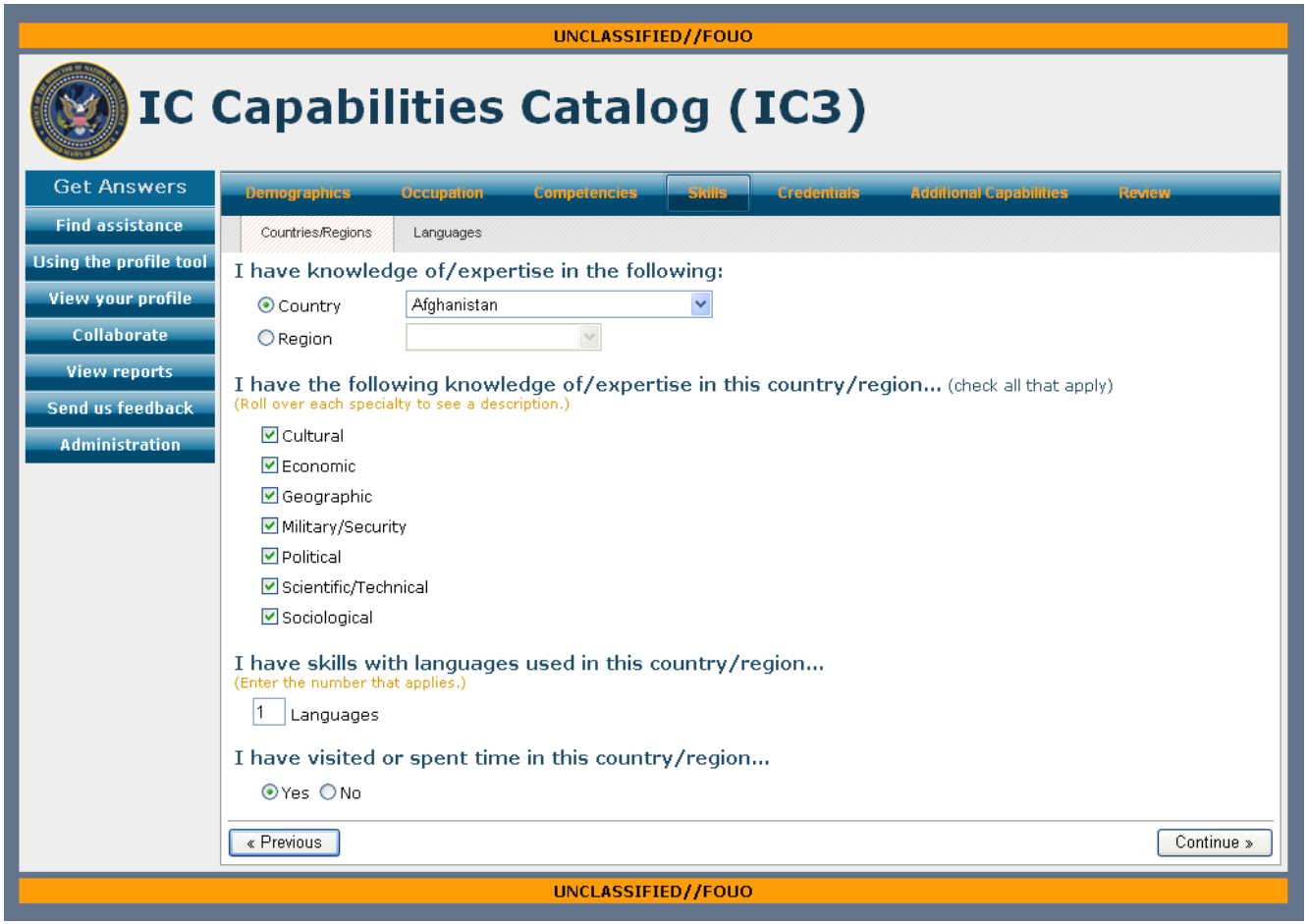
IC3 Competency Proficiency Screen



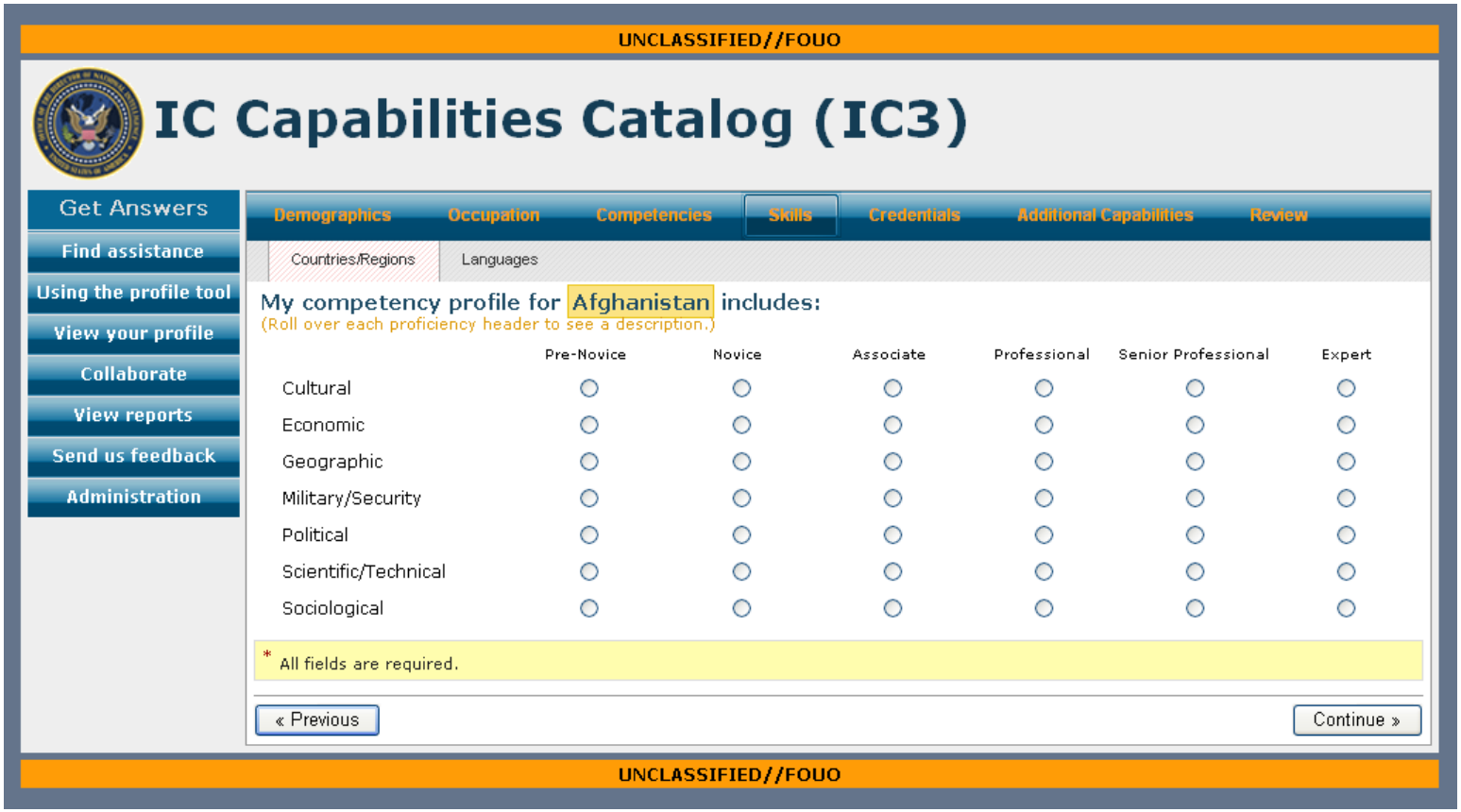
IC3 Tools and Methods Screen



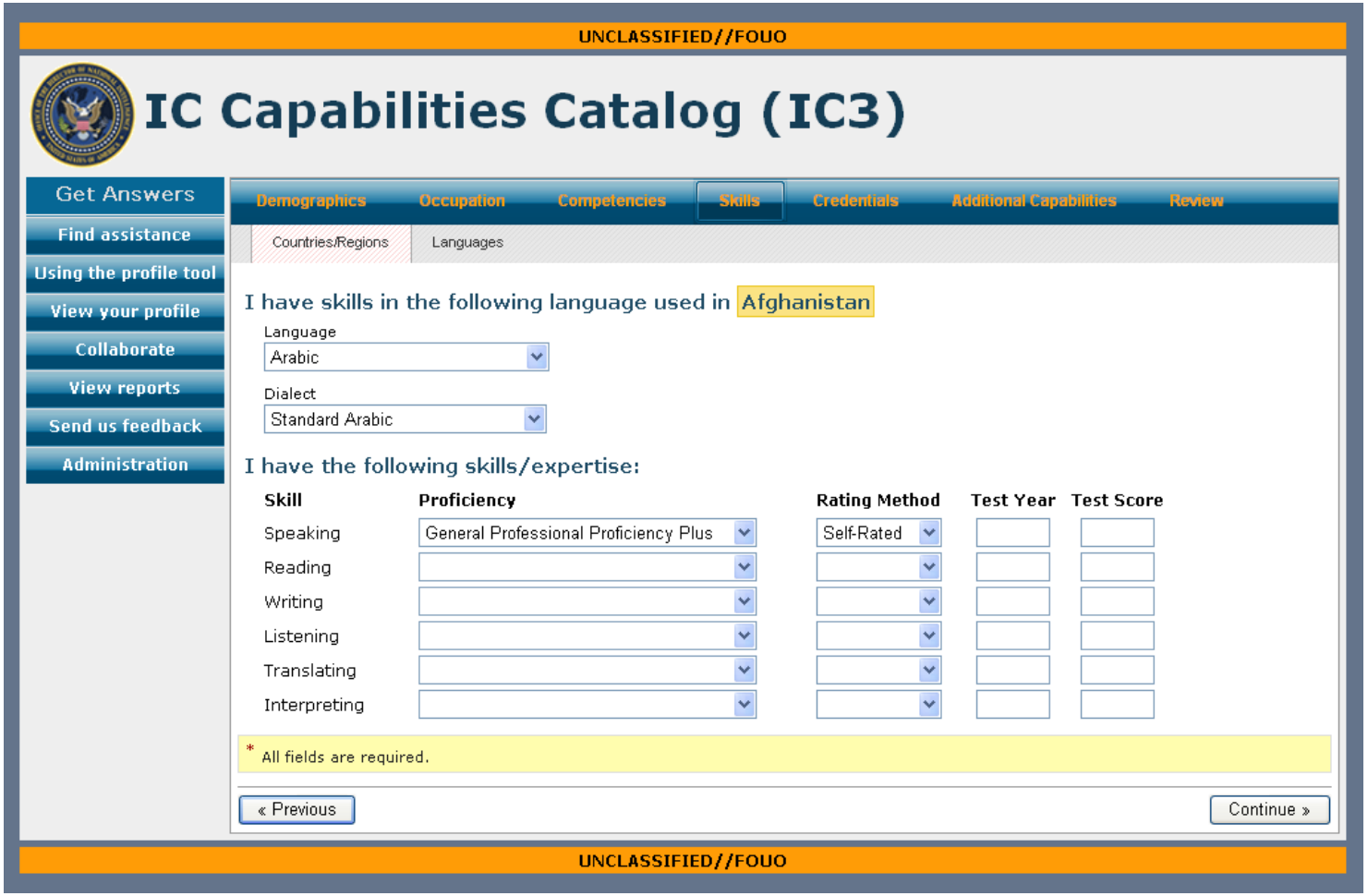
IC3 Country Screen



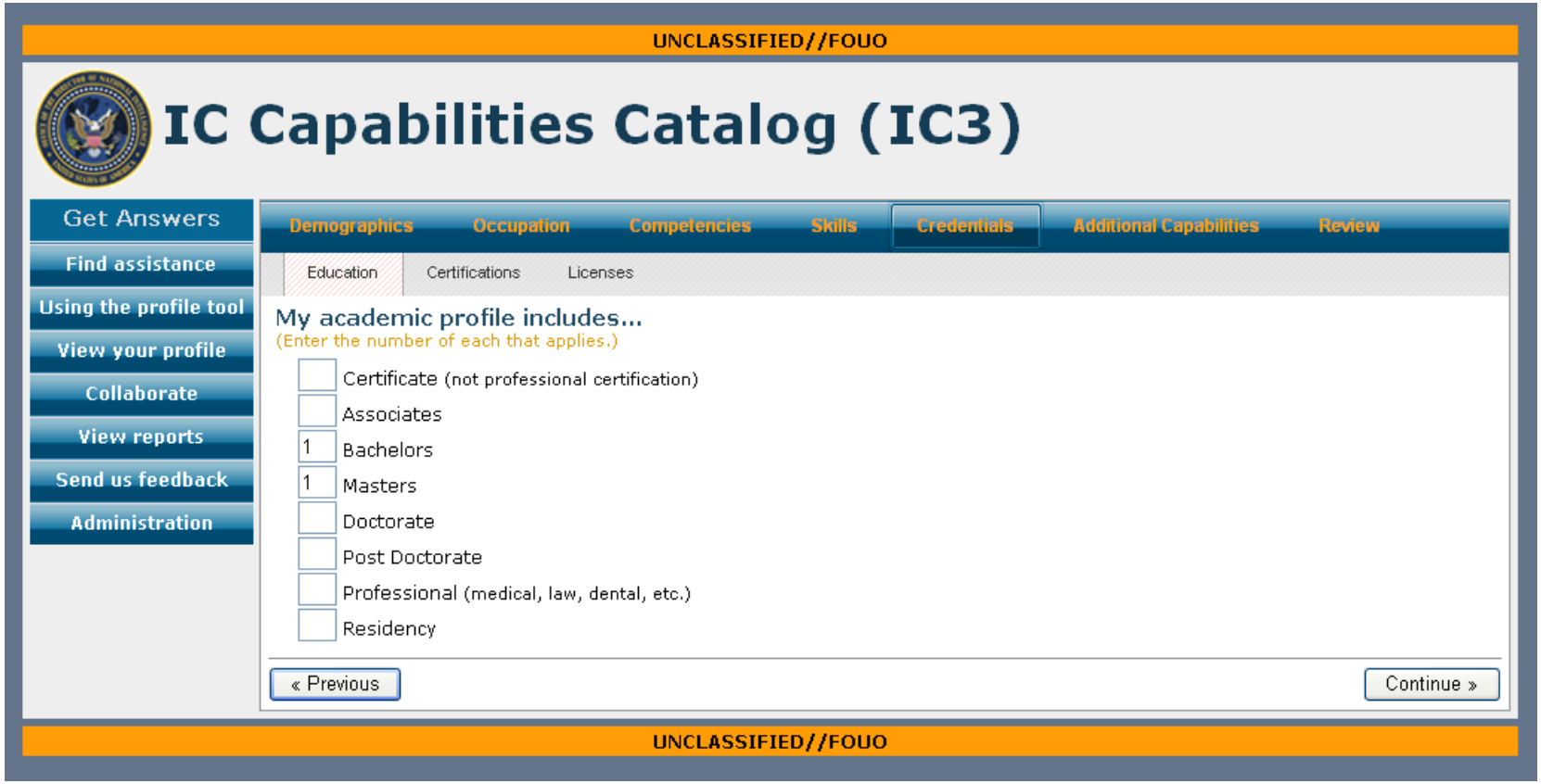
IC3 Cultural Expertise Screen



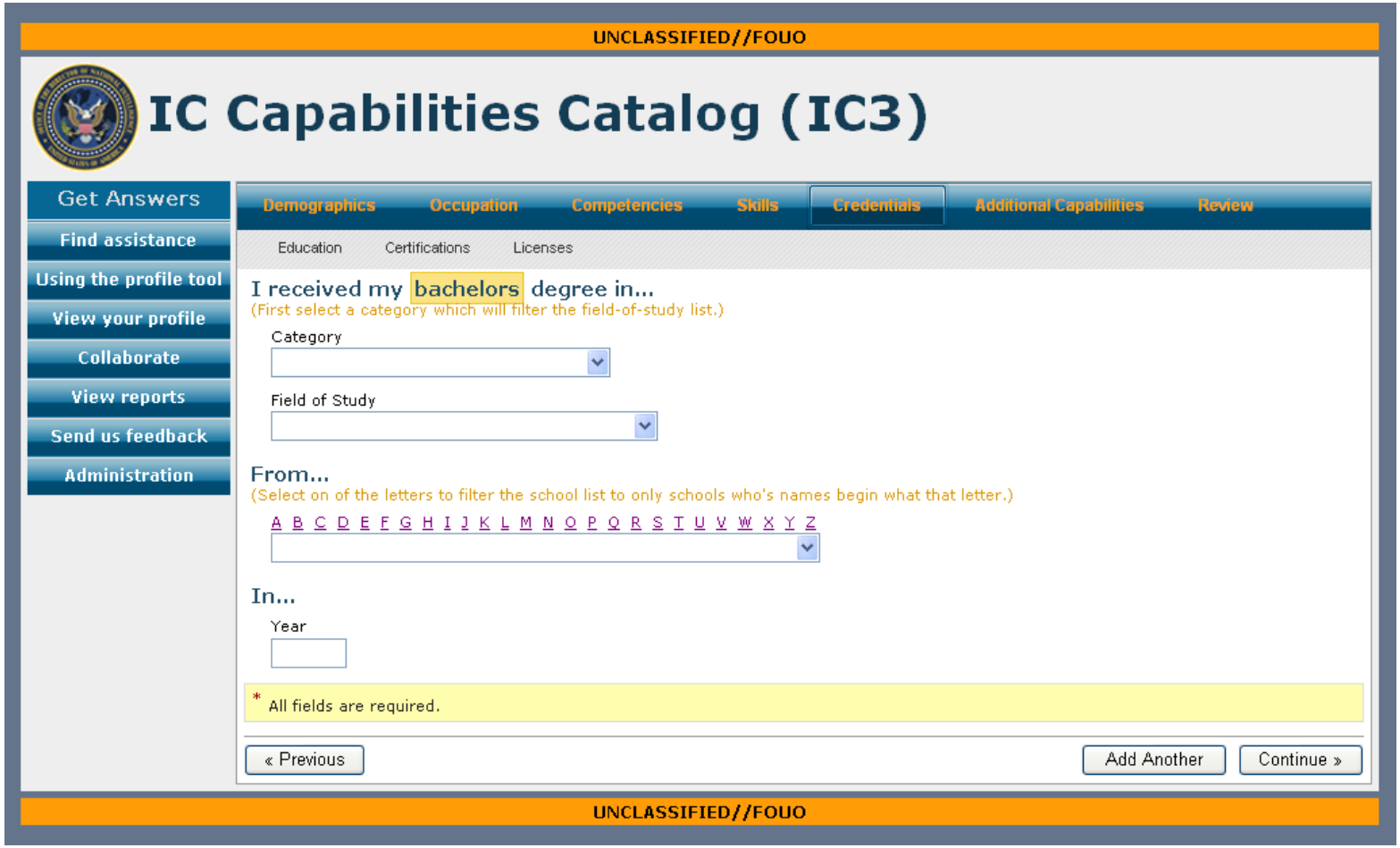
IC3 Language Screen



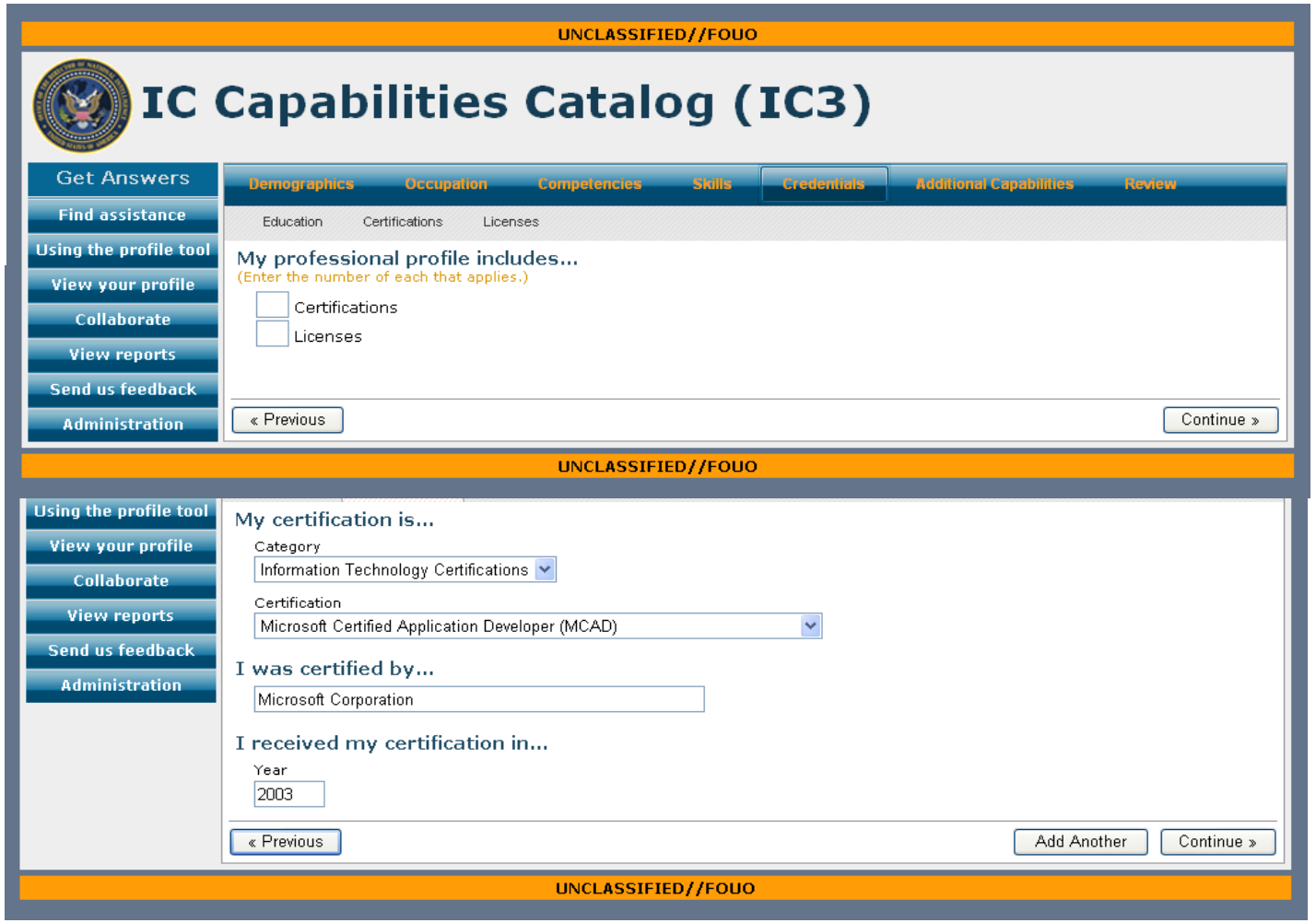
IC3 Education Screen



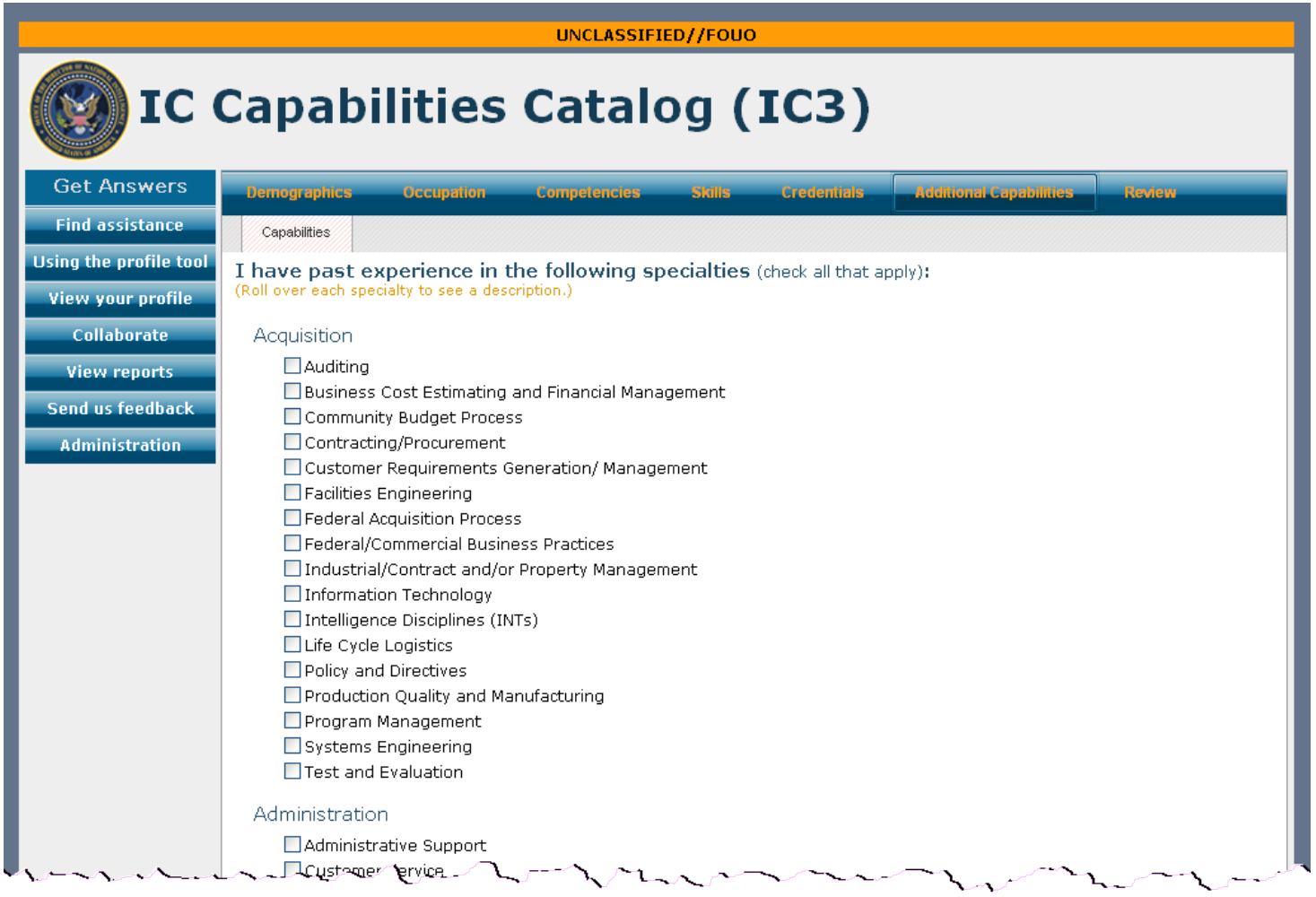
IC3 Degree Screen



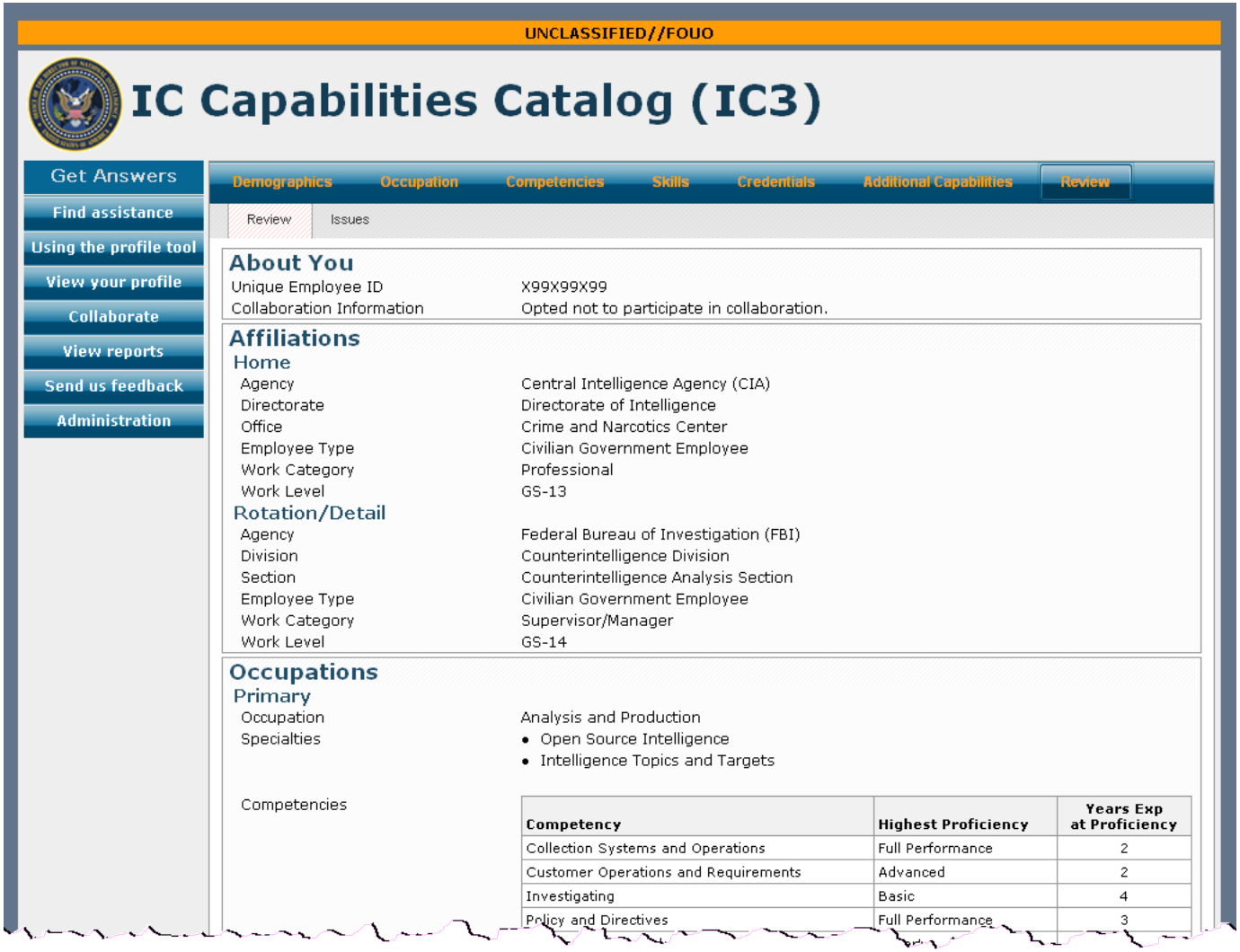
IC3 Certifications and Licenses Screens



IC3 Historical Expertise Screen



IC3 Summary Screen



UNCLASSIFIED//FOUO

IC Capabilities Catalog (IC3)

Get Answers
Find assistance
Using the profile tool
View your profile
Collaborate
View reports
Send us feedback
Administration

Demographics | Occupation | Competencies | Skills | Credentials | Additional Capabilities | Review

Review | Issues

About You

Unique Employee ID	X99X99X99
Collaboration Information	Opted not to participate in collaboration.

Affiliations

Home

Agency	Central Intelligence Agency (CIA)
Directorate	Directorate of Intelligence
Office	Crime and Narcotics Center
Employee Type	Civilian Government Employee
Work Category	Professional
Work Level	GS-13

Rotation/Detail

Agency	Federal Bureau of Investigation (FBI)
Division	Counterintelligence Division
Section	Counterintelligence Analysis Section
Employee Type	Civilian Government Employee
Work Category	Supervisor/Manager
Work Level	GS-14

Occupations

Primary

Occupation: Analysis and Production

Specialties:
- Open Source Intelligence
- Intelligence Topics and Targets

Competencies

Competency	Highest Proficiency	Years Exp at Proficiency
Collection Systems and Operations	Full Performance	2
Customer Operations and Requirements	Advanced	2
Investigating	Basic	4
Policy and Directives	Full Performance	3